



MEDIA RELEASE **Human Rights Days: PSA concerned about erosion of public-sector employees' rights**

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ENQUIRIES communication@psa.co.za

Public servants remain critical in keeping South Africa afloat by ensuring that regardless of numerous challenges, services are rendered to communities, including health services, safety and security, as well as the education of future drivers of the economy.

The Public Servants Association (PSA), as a major Union representing public-sector employees, is thus increasingly concerned about the continued erosion of workers' rights. These include forcing public servants to work in compromised environments and denying them fair wages for services rendered.

Workers' rights form part of human rights and are protected in the *South African Constitution* and various laws, including the *Labour Relations Act* and the *Occupational Health and Safety Act*.

Public servants, however, continue to be exposed in their workplaces to fire hazards, congestion, defective equipment, water and sanitation challenges, poor ventilation, poor salaries, abusive discipline, and even harassment. These conditions violate human rights and remain challenges in the work environment. The PSA has been responsible for the closure of numerous unsafe buildings housing public servants. The PSA strongly condemns the exposure of employees to unhealthy and uncondusive conditions in the workplace and urges employers to provide and maintain a safe, healthy work environment.

The recent Constitutional Court judgement, which denied public servants their right to a fair salary increase, violated their right to fair remuneration and placed the future of collective bargaining, a hard-won system, in danger.

On Human Rights Day 2022, the PSA appeals to government as the custodian of human rights, to also respect and uphold the rights of its very own employees. The PSA further pledges to continue the Union's determined actions in the protection and promotion of public-sector employees' rights and interests.

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